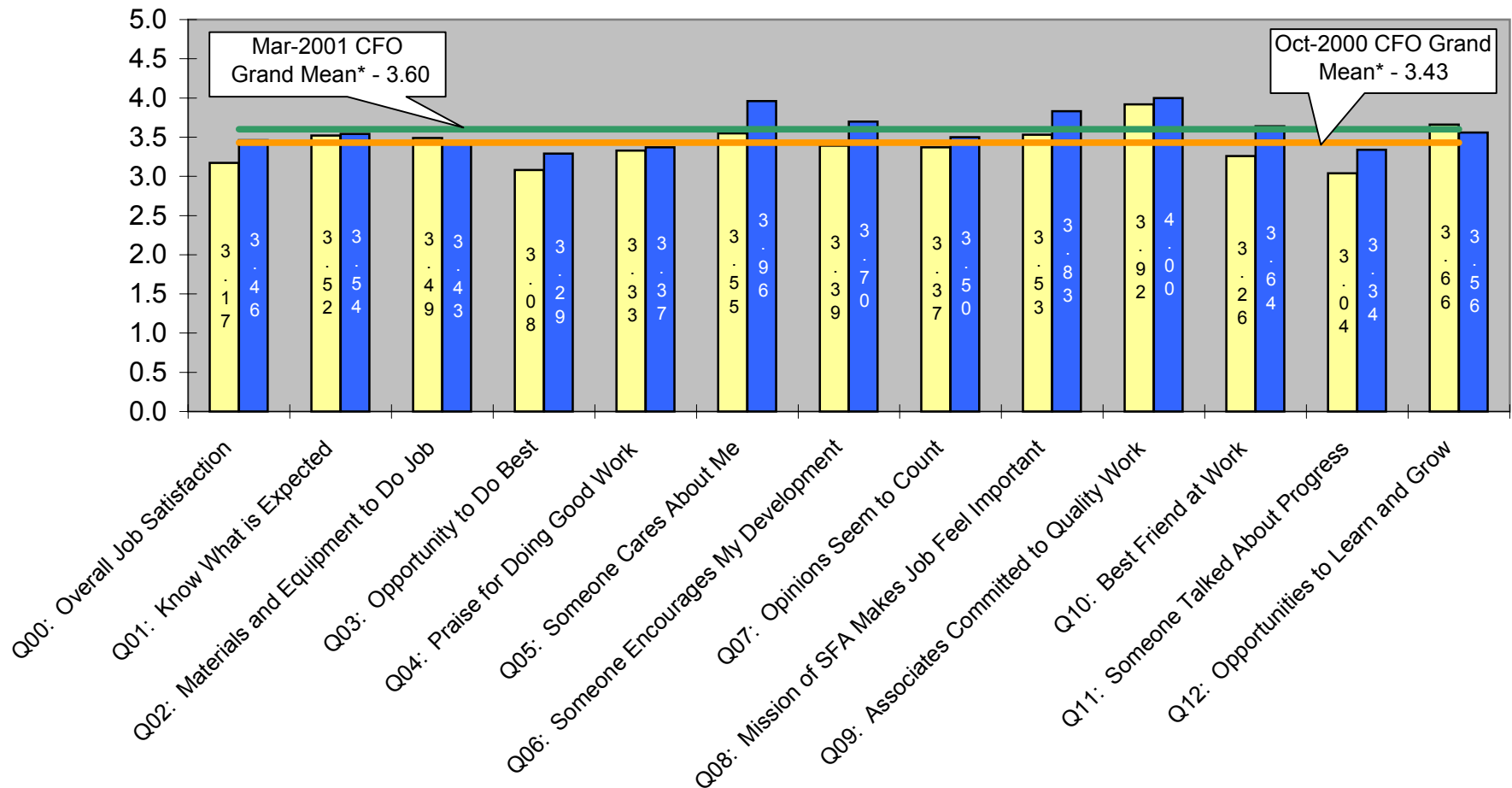


Average Scores by Question CFO



Oct-2000 Average
 Mar-2001 Average
 Oct-2000 CFO Grand Mean*
 Mar-2001 CFO Grand Mean*

* Grand Mean is the average of Q01 - Q12.